

(1601.) CANTERBURY METAL-WORKERS' ASSISTANTS.—AWARD.

In the Court of Arbitration of New Zealand, Canterbury Industrial District.—In the matter of “The Industrial Conciliation and Arbitration Act, 1905,” and its amendments; and in the matter of an industrial dispute between the Canterbury Metal-workers’ Assistants’ Industrial Union of Workers (hereinafter called “the union”) and the undermentioned persons, firms, and companies (hereinafter called “the employers”):—

Anderson, John and Sons, 198 Lichfield Street, Christchurch.

Andrews and Bevan, Moorhouse Avenue, Christchurch.

Atkinson, T., Tuam Street, Christchurch.

Booth and McDonald, Carlyle Street, Sydenham, Christchurch.

Buchanan, R., St. Asaph Street, Christchurch.
 Cooper and Duncan, Colombo Street, Christchurch.
 Crawshaw and Co., 42 Oxford Terrace, Christchurch.
 Crompton, T., Tuam Street, Christchurch.
 Crown Ironworks Company, Manchester Street, Christchurch.
 Danks, T., Lichfield Street, Christchurch.
 Duncan, P. and D. (Limited), Tuam Street, Christchurch.
 Hephurn and Sons, St. Asaph Street, Christchurch.
 Johnstone, W., and Sons, St. Asaph Street, Christchurch.
 Lucas, F., Kilmore Street, Christchurch.
 Price and Sons, Manchester Street, Christchurch.
 Reid and Gray, Moorhouse Avenue, Christchurch.
 Scott Bros., 53 Manchester Street, Christchurch.
 Smith and Co., Manchester Street, Christchurch.
 Toplis Bros., Lincoln Road, Christchurch.
 Waddell, T., St. Asaph Street, Christchurch.
 Watters, T. J., Tuam Street, Christchurch.

THE Court of Arbitration of New Zealand (hereinafter called "the Court"), having taken into consideration the matter of the above-mentioned dispute and the agreement arrived at by the parties, and in order to give effect to the application of all the parties that the terms and conditions thereof should be embodied in this award, doth hereby order and award:—

That, as between the union and the members thereof and the employers and each and every of them, the terms, conditions, and provisions set out in the schedule hereto and of this award shall be binding upon the union and upon every member thereof and upon the employers and upon each and every of them, and that the said terms, conditions, and provisions shall be deemed to be and they are hereby incorporated in and declared to form part of this award; and, further, that the union and every member thereof and the employers and each and every of them shall respectively do, observe, and perform every matter and thing by this award and by the said terms, conditions, and provisions respectively required to be done, observed, and performed, and shall not do anything in contravention of this award or of the said terms, conditions, and provisions, but shall in all respects abide by and perform the same. And the Court doth hereby further award, order, and declare that any breach of the said terms, conditions, and provisions set out in the schedule hereto shall constitute a breach of this award, and that the sum of £100 shall be the maximum penalty payable by any party or person in respect thereof. And the Court doth further order that this award shall take effect from the 29th day of June, 1908, and shall continue in force until the 29th day of June, 1910.

In witness whereof the seal of the Court of Arbitration hath hereto been put and affixed, and the Judge of the Court hath hereunto set his hand, this 24th day of June, 1908.

W. A. SIM, Judge.

SCHEDULE.

Hours of Work.

1. The recognised hours of work shall be forty-eight per week, made up as follows: Eight hours and three-quarters for the first five days of the week, and four hours and a quarter on Saturday. One hour to be allowed each day for meals, except Saturday, if practicable.

Night Workers.

2. The hours for night workers to be similarly arranged in each establishment. One hour to be allowed each night for meals when two shifts are worked; when three shifts are worked, meal-time as may be found practicable.

Minimum Rates of Wages.

3. The following shall be the minimum rates of wages: Labourers, 1s. per hour; strikers, 1s. per hour; yardmen, 1s. per hour; fettleers, 1s. per hour; machinists, 1s. 0 $\frac{3}{4}$ d. per hour.

4. Men employed as holders-up on all watertight work, furnacing and flanging, boiler-work, shall be paid at the rate of 1s. 1 $\frac{1}{2}$ d. per hour.

When employed on any dock or slip work they shall be paid at the rate of 1s. 2d. per hour, and 1s. a day extra for dirt-money.

5. All furnacemen working cupola and annealing furnaces shall be paid at the rate of 1s. 1 $\frac{1}{2}$ d. per hour. This rate shall be paid to the annealing-furnaceman during such times as he is employed firing up.

6. Workers under the age of twenty-one years shall be paid the following minimum rate of wages: Under and up to 16 years, 10s. per week; 16 to 17 years, 15s. per week; 17 to 18 years, £1 per week; 18 to 19 years, £1 5s. per week; 19 to 20 years, £1 10s. per week; 20 to 21 years, £2 per week.

All workers over the age of twenty-one years shall be paid not less than the rates hereinbefore provided.

Overtime and Holidays.

7. All time worked beyond the hours mentioned in clause 1 hereof shall be paid for as overtime at the rate of time and a quarter for the first two hours, and time and a half afterwards. Each day shall stand by itself. All work done on New Year's Day, Easter Monday, King's Birthday, and Anniversary Day shall be paid for at the rate of time and a half; work done on Sunday, Good Friday, Christmas Day, and Boxing Day shall be paid for at double-time rates. These rates shall be paid to all workers of and over the age of nineteen years. For those up to the age of nineteen years the overtime rate shall be 9d. per hour. No overtime rate shall be charged for any necessary repairs to employer's plant and machinery in workshop caused by breakdown of machinery.

Travelling-expenses for Country-work.

8. Fare to be paid both ways, also living-expenses while on job; time to count from time of leaving the shop till return, but no more than eight hours shall be paid for travelling on any one day.

Holidays.

9. The following shall be recognised holidays: New Year's Day, Good Friday, Easter Monday, Labour Day, King's Birthday, Anniversary Day, Christmas Day, and Boxing Day.

Workmen unable to earn the Minimum Wage.

10. Any worker who considers himself incapable of earning the minimum wage fixed by this award may be paid such less sum as shall from time to time be agreed upon in writing by a committee consisting of the secretary of the union and the employer affected, and if the said committee be unable to agree upon such sum, then the same shall be fixed by the Chairman of the Conciliation Board for the industrial district, upon the application of the worker.

Preference of Employment.

11. In the engagement of his workers, the employer shall have the right to engage any worker he chooses, provided that within one week from the date of his engagement the worker shall become a member of the union.

No Discrimination.

12. The employers, in employing labour, shall not discriminate against members of the union, and shall not, in the engagement or dismissal of their hands, nor in the conduct of their business, do anything for the purpose of injuring the said union, whether directly or indirectly.

Scope of Award.

13. This award shall apply only to employers carrying on business within a radius of thirty miles from the Chief Post-office in the City of Christchurch.

Term of Award.

14. This award shall come into force on the 29th day of June, 1908, and shall continue in force until the 29th day of June, 1910.

In witness whereof the seal of the Court of Arbitration hath hereunto been put and affixed, and the Judge of the said Court hath hereto set his hand, this 24th day of June, 1908.

W. A. SIM, Judge.

MEMORANDUM.

This award embodies the agreement of the parties.

W. A. SIM, Judge.